

Know Your Students' Rights

If you are concerned about discrimination or harassment of LGBTQI+ students:

- Look at your school/higher education institution's Title IX policy and any other policies about discrimination or harassment of students.
- Don't forget that there may be other constitutional or federal law protections in addition to Title IX. For example, student expressions of their gender identity or support for LGBTQ+ inclusivity may be protected speech under the First Amendment.
- Find out if your state or local municipality have laws or regulations prohibiting SO/GI discrimination or bullying in schools.
 - Find more information about state safe schools laws [here](#).
- Find out whether there are school district anti-bullying or nondiscrimination policies that may apply.
- If a student is being harassed or mistreated by other students, report it to your principal and the school's Title IX coordinator. Students and parents/guardians can also be advised of their rights to file a Title IX complaint for discrimination or harassment at school or school-related activities.
- Be alert to school policies or actions that may violate students' privacy and threaten students who do not conform to sex-based stereotypes. Policies and rhetoric that stoke fear about transgender people often also endanger cisgender individuals, especially women and girls, who may be subject to invasive scrutiny for not appearing feminine (or masculine) enough based on stereotypes.
- In all cases, keep detailed notes documenting the time, place and circumstances of any incidents of harassment and discrimination, including any witnesses. If your school/institution has anti-LGBTQI+ policies, note and keep records of the negative impact of these policies on students, for example, any observations of students missing more school, being excluded from activities, or having challenges academically. If you raise complaints with your administration, keep records (such as copies of emails) of these complaints.
- Contact your union representative or legal counsel with any questions about the law in your state and specific policies that may apply.